Ontario

Minister Responsible
for Women's Issues

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Message from the Deputy Premier

As Minister Responsible for Women's Issues, it gives me great pleasure to present the 1983/84 Report on affirmative action in the Ontario Public Service.

The Ontario Government is committed to affirmative action in the Ontario Public Service and in the private sector. We are making every effort to encourage public and private sector employers to develop their own comprehensive affirmative action initiatives.

Employers will realize positive benefits by following the example of the Ontario Public Service and accelerating their efforts to achieve equal employment opportunity for women.

The Ontario Government is a leader in affirmative action. Numerous achievements have resulted from careful government-wide planning.

This year, we are celebrating the 10th anniversary of the Government's implementation of affirmative action within the Ontario Public Service. Our progress over the years is a result of our continuing review of goals and timetables to meet changing conditions and economic circumstances.

Yet, in our view, there is more to be done. We intend to continue our efforts to ensure that women receive equal employment opportunity in the Ontario Public Service and that women are represented in increasing numbers in all occupational categories.

Robert Welch

Hon. Robert Welch, Q.C.

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EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

The Ontario government has had an affirmative action policy and program since 1974. The goal of the Affirmative Action Program in the Ontario Public Service is equal employment opportunity. To achieve this goal, an overall government objective of at least 30 per cent representation by women in all occupational groups by the year 2000, was established in 1980.

Each ministry is responsible for its own affirmative action program. Affirmative action staff co-ordinate the implementation of their ministry's initiatives and strategies. Ultimate responsibility in each ministry rests with the Deputy Minister. This top level accountability is essential for the success of the program.

The Consultative Services Branch of the Ontario Women's Directorate establishes government-wide direction and provides consulting assistance to ministries. This branch also monitors and evaluates government-wide results.

Each ministry sets numerical targets for increased career development and the hiring and promotion of women. Targets for the hiring and promotion of women are based on historical turnover and the estimated availability of qualified women. As flexible planning tools they allow ministries to estimate government-wide improvements in the status of women employees.

Timetables and numerical goals are essential components of affirmative action for the Ontario Public Service.

The Affirmative Action Program in the Ontario Public Service has continued to achieve significant results in a number of areas during the 1983/84 fiscal year.

. The wage gap between the average salaries of men and women has decreased by a further one per cent. Women now earn, on average, 76.8 per cent of what men earn, representing a total wage gap decrease of 5.2 per cent since the program began in 1974. The overall wage gap remains at 63 per cent.

. Women's representation increased in nine out of ten under-represented occupational groups during 1983/84. Overall, women are making steady progress into the under-represented occupations. A new group - Law Enforcement Management - has been targetted this year in the list of groups that are under-represented.

. The number of women executives in the Ontario Public Service increased by 1.4 per cent this year. Women now comprise 9.5 per cent of senior executives (Executive Compensation Plan). This is a substantial improvement of 5.6 per cent over the 3.9 per cent female representation at these levels in 1975, and has occurred despite an overall decrease in the number of senior executives.

. Also of importance is the achievement of 30 per cent female representation in Administrative Management. This is one of ten occupational groups that has always been under-represented government-wide. Administrative Management is the main feeder group into the executive ranks and now has 30.8 per cent female representation, compared to 15.9 per cent in 1975.

. During 1983/84, 1612 women benefitted from accelerated career development. Of these, 64.1 per cent were in management areas and 35.9 per cent were in non-traditional occupations. This type of career-related training helps women become better qualified to compete for under-represented positions.

. An additional 264 women were hired or promoted into targetted positions, 33% into management and 67% into non-traditional occupations.

AFFIRMATIVE ACTION
IN THE
ONTARIO PUBLIC SERVICE

1983/84

AFFIRMATIVE ACTION IN THE ONTARIO PUBLIC SERVICE

In 1974, the Ontario government introduced affirmative action for women in the Ontario Public Service. Management Board of Cabinet authorized a government-wide program and The Women Crown Employees Office within the Ministry of Labour was established to develop, co-ordinate and monitor the government's overall program.

In 1983, the Ontario Women's Directorate was established to co-ordinate programs and policies for women of the province. The Women Crown Employees Office became part of the Consultative Services Branch which assists both the public and private sectors in initiating affirmative action programs and other employment-related initiatives, such as workplace child care. This branch now provides policy direction for the affirmative action program in the Ontario Public Service. Each ministry has established an affirmative action program and provides an annual "Management by Results" plan to Management Board of Cabinet outlining its targets and their relationship to any corporate goals. Each ministry's program reflects its individual characteristics, occupational mix and size.

The Affirmative Action Council is an official body comprised of Affirmative Action Program Managers. It was formed in 1976 and provides a formal mechanism for communication between the Affirmative Action Program Managers and the Consultative Services Branch of the Ontario Women's Directorate. The Council, through monthly meetings and task forces, addresses affirmative action issues and makes recommendations. Affirmative Action Managers have additional responsibilities as Council members. The Council contributes to a change in policies and procedures which affect the status of women employees government-wide.

Over the last 10 years, the government-wide program has been enhanced and modified. In 1980, Management Board of Cabinet outlined special measures to accelerate the rate of improvement, which specified a long-term goal of 30 per cent female representation in all occupational groups by the year 2000. These special measures required ministries to set numerical targets for improving women's representation in under-represented areas. As essential components of the Ontario Government program, numerical planning targets estimate the possible number of women that could be hired or promoted in a given year into occupational groups that have less than 30% representation by women. This projection is based upon expected vacancies and availability of qualified women eligible to compete. However, successful candidates are selected on the basis of merit.

An incentive fund is provided by the Ontario Women's Directorate to assist ministries in carrying out accelerated career development for women employees. As a result, the number of women qualified to compete for non-traditional and under-represented areas is increasing.

**Highlights of
Affirmative Action in the Ontario Public Service
over the last 10 years
include:**

. a **drop in the wage gap.** Women in the public service earn 76.8 per cent of men's average salary, compared to 63 per cent average in Ontario. This is a 5.2 per cent improvement since 1974.

. a **steady increase in women's** representation in 9 of the 10 under-represented occupational groups government-wide.

. the achievement **of 30 per cent representation by women in the Administrative Module** which is the key feeder group for senior management. This is almost double the 15.9 per cent representation in 1974.

. **near 30 per cent representation in the Administrative Services Category,** an important bridge between Clerical/ Secretarial jobs and entry-level management. Now at 28.3 per cent, it has increased from 16 per cent since 1974.

. an **increase in women's representation in the Senior Executive** group to 9.5 per cent (March, 1984) an increase from 3.9 per cent ten years ago. (These figures include Agencies, Boards and Commissions.)

. an annual **five per cent of women receiving accelerated career development** opportunities over and above on-going staff development activity. More than 6,000 women have benefitted from accelerated career development opportunities to date.

. **a review of all recruitment practices and position requirements** to ensure only the necessary qualifications were being requested. This was introduced in 1980. **Volunteer work** has also been considered as valid experience for job applications since 1975.

. **paid maternity leave** with the option of an additional six months' unpaid leave for Ontario government employees as of 1982.

. the implementation of a **policy addressing personal harassment** in the Ontario Public Service; **guidelines on the use of non-sexist language** were issued.

. improvements in **working conditions for Video Display Terminal operators.** There are now mandatory breaks for operators, annual eye examinations are required and pregnant operators may request a transfer to other jobs, and are accommodated where possible.

. the **extension of pension benefits on a pro-rated basis** to an estimated 3,400 part-time and 4,600 seasonal workers. It will come into effect January 1, 1985.

PROGRESS OF EACH MINISTRY

IN THE

ONTARIO PUBLIC SERVICE

AGRICULTURE AND FOOD

Employees

. Women	545	=	37.2%
. Men	922	=	62.8%
. Total	1,467		

Salaries

- Women's average salary: $ 21,778.
- Men's average salary: $ 30,208
- Women's earnings equaled 72.1% of men's

Numerical Targets

- 8 were planned prior to the start of 1983/84
- Revised at mid-year to 11 planned
- Achieved 17 targets

Accelerated Career Development Opportunities

- Planned 44
- Achieved 42, representing 7.6% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	23	competitions
. Men won	55	competitions
. Total	78	(no waivers or surplus placements)

Summary 1983/84

The Ministry has concentrated on increasing the number of women employed in the non-traditional areas. Due to the Ministry's efforts to recruit more qualified female candidates, three women Agricultural graduates were recruited this year. Nine women were also promoted into agricultural professions and five women were hired for agricultural technician positions. This contributed to increasing the female representation in the Scientific and Professional Services Category to 28.5% in the Ministry. In addition, five women were promoted into upper-level management positions. Women's overall participation in staff training and development increased to 37.7% in 1983/84 from 37.1% in 1982/83.

ATTORNEY GENERAL

Employees

. Women	2,210	=	69.4%
. Men	973	=	30.6%
Total	3,183		

Salaries

- Women's average salary: $ 21,692
- Men's average salary: $ 31,374
- Women's earnings equaled 69.1% of men's

Numerical Targets

- 9 were planned prior to the start of 1983/84
- Achieved 12 targets

Accelerated Career Development Opportunities

- Planned 54
- Achieved 136, representing 6.2% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	19	(including 16 waivers/surplus) placements
. Men won	54	(including 39 waivers/surplus) placements
. Total	73	(including 55 waivers/surplus placements)

Summary 1983/84

During 1983/84, 12 female lawyers were hired. Another 138 women benefitted from accelerated career development, including two women from other ministries. Program staff conducted indepth analysis of the selection process, staff training and development, the age of job descriptions, the merit increase and promotion process for lawyers, maternity leave for Assistant Crown Attorneys, sexist language and the difference in impact on men and women, of government-wide legislation administered by this ministry, on-the-job training and the changes in the occupational distribution of women.

CITIZENSHIP AND CULTURE

Employees

. Women	244	=	47.3%
. Men	272	=	52.7%
. Total	516		

Salaries

- Women's average salary: $ 24,664
- Men's average salary: $ 30,286
- Women's earnings equaled 81.4% of men's

Numerical Targets

- 2 were planned prior to the start of 1983/84
- Achieved 0 targets

Accelerated Career Development Opportunities

- Planned 6
- Achieved 5, representing 2.0% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	2	(including 1 waiver/surplus) placements.
. Men won	6	(including 1 waiver/surplus) placements.
. Total	8	(including 2 waivers/surplus placements).

Summary 1983/84

The Ministry focus was on qualifying women for middle and senior management positions through developmental assignments and on-the-job training. The Ministry has been able to assist in improving women's representation by hiring two women into occupational groups which are under-represented government-wide. In addition, the Ministry is currently providing Executive experience to a woman from another ministry through a two-year secondment, and an accelerated career development opportunity was completed by a woman from another ministry.

CIVIL SERVICE COMMISSION

Employees

. Women	109	=	64.5%
. Men	60	=	35.5%
. Total	169		

Salaries

- Women's average salary: $ 28,332
- Men's average salary: $ 40,981
- Women's earnings equaled 69.1% of men's

Numerical Targets

- 2 were planned prior to the start of 1983/84
- Achieved 3 targets

Accelerated Career Development Opportunities

- Planned 9
- Achieved 13, representing 12.0% of Commission women

Competitions (in under-represented classes in the Commission)

. Women won	3	(including 1 waiver/surplus) placements
. Men won	1	competition
. Total	4	(including 1 waiver/surplus placement)

Summary 1983/84

The major thrust of this program is the development of women for senior officer level and executive level positions within the Civil Service Commission. During this fiscal year, the CSC exceeded internal targets for accelerated career development opportunities for women. In addition, training was provided for five women from other ministries. Of major significance was the appointment of the first woman to the position of Civil Service Commission chairman. Also appointed was a woman in Chaplaincy Services, an occupation in which women have traditionally been under-represented.

COMMUNITY AND SOCIAL SERVICES

Employees

. Women	6,224	=	62.0%
. Men	3,813	=	38.0%
. Total	10,037		

Salaries

- Women's average salary: $ 21,889
- Men's average salary: $ 25,236
- Women's earnings equaled 86.7% of men's

Numerical Targets

- 6 were planned prior to the start of 1983/84
- Achieved 5 targets

Accelerated Career Development Opportunities

- Planned 128
- Achieved 354, representing 5.9% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	12	(including 4 waivers/surplus) placements
. Men won	29	(including 3 waivers/surplus) placements
. Total	41	(including 7 waivers/surplus placements)

Summary 1983/84

The affirmative action staff developed and presented a workshop on the impact of micro-technology to familiarize Ministry employees with the issue. An Office Automation Task Force addressed the implications of introducing automation to the Ministry and made recommendations in a number of areas, including: planning/orientation, training, quality of working life, human resource issues and office design. A total of 354 women participated in accelerated career development through secondments, job-rotations or on-the-job training.

CONSUMER AND COMMERCIAL RELATIONS

Employees

. Women	1,064	=	62.5%
. Men	639	=	37.5%
. Total	1,703		

Salaries

- Women's average salary: $ 20,250
- Men's average salary: $ 29,620
- Women's earnings equaled 68.4% of men's

Numerical Targets

- 5 were planned prior to the start of 1983/84
- Achieved 1 target

Accelerated Career Development Opportunities

- Planned 37
- Achieved 50, representing 4.6% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	11	competitions
. Men won	37	(including 2 waivers/surplus) placements
. Total	48	(including 2 waivers/surplus placements)

Summary 1983/84

The Ministry has developed a Systems Training Project to identify and train women who have shown potential for career training as systems analysts. In the area of staff training and development, Ministry women increased their participation in Managerial/Supervisory courses by 129% and in Technical/Professional courses by 24%. There was a 29.7% increase in women's overall participation in staff training since 1982/83. There were also 2 women appointed into senior executive positions.

CORRECTIONAL SERVICES

Employees

. Women	1,352	=	27.2%
. Men	3,619	=	72.8%
. Total	4,971		

Salaries

- Women's average salary: $ 23,117
- Men's average salary: $ 26,333
- Women's earnings equaled 87.8% of men's

Numerical Targets

- 27 were planned prior to the start of 1983/84
- Revised at mid-year to 29 planned
- Achieved 57 targets

Accelerated Career Development Opportunities

- Planned 26
- Achieved 12, representing 0.9% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	63	(including 2 waivers/surplus) placements
. Men won	228	(including 9 waivers/surplus) placements
. Total	291	(including 11 waivers/surplus placements)

Summary 1983/84

On March 20, 1983 a policy on the utilization and assignment of male and female correctional officers was announced. This policy, the first of its kind in North America, provides guidelines for correctional officers employed in Ontario correctional facilities where there are inmates of the opposite sex. The Ministry of Correctional Services is a leader in Canada in the provision of equal opportunities for the employment of women in the traditionally male dominated occupation of Correctional Officer. Since the introduction of the Affirmative Action Program in 1975, the number of women employed as full time correctional officers has more than doubled from 174 to 359. Of these officers over 200 are employed in institutions housing male inmates, compared with only 16 in 1975.

A significant highlight is the ministry's first appointment of a woman to the position of Deputy Regional Director.

In addition to the 12 accelerated career development initiatives noted above, a further 17 initiatives were underway at year-end in the Administrative and Operational Modules.

EDUCATION/COLLEGES AND UNIVERSITIES

Employees

. Women	1,105	=	57.4%
. Men	819	=	42.6%
. Total	1,924		

Salaries: (for Education and Colleges & Universities combined)

- Women's average salary: $ 22,394
- Men's average salary: $ 34,532
- Women's earnings equaled 64.9% of men's

Numerical Targets: (for Education and Colleges & Universities combined)

- 3 were planned prior to the start of 1983/84
- Achieved 1 target

Accelerated Career Development Opportunities: (for Education and Colleges & Universities combined)

- Planned 68
- Achieved 56, representing 5.1% of Ministry women

Competitions (in under-represented classes in these Ministries)

. Women won	6	competitions
. Men won	19	competitions
. Total	25	(no waivers or surplus placements)

Summary 1983/84

EDUCATION

A major focus for the Ministry of Education this year has been the encouragement of school boards to adopt formal affirmative action programs. The Ministry was a co-sponsor of the conference, Focus on Leadership: Affirmative Action in School Boards. The Ministry also published comparative data on male and female staff in the Ontario education system.

To increase the number of women qualified for senior and middle management positions in the Ministry, a number of developmental secondments were arranged with several Ontario school boards.

A major concern of the Ministry is that there be equal educational opportunities for girls and boys. Policy statements on sex equity were included in policy and curriculum documents. A report on secondary school course enrollment by subject and sex was released in the summer of 1983. The resource kit, "Mathematics: The Invisible Filter", prepared by the Board of Education for the City of Toronto, was distributed by the Ministry to all school boards.

COLLEGES AND UNIVERSITIES

During 1983/84, each of the 22 colleges of applied arts and technology submitted a Multi-Year Plan to the Ministry. The Multi-Year Plan includes a major component on affirmative action.

ENERGY

Employees

. Women	80	=	49.8%
. Men	84	=	51.2%
. Total	164		

Salaries

- Women's average salary: $ 23,807
- Men's average salary: $ 40,975
- Women's earnings equaled 58.1% of men's

Numerical Targets

- 3 were planned prior to the start of 1983/84
- Achieved 3 targets

Accelerated Career Development Opportunities

- Planned 11
- Achieved 17, representing 21.0% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	4	(including 2 waivers/surplus) placements
. Men won	5	(including 3 waivers/surplus) placements
. Total	9	(including 5 waivers/surplus placements)

Summary 1983/84

Career development opportunities for support staff totalled 12 women in on-the-job training or acting positions at a higher level. The Ministry of Energy has also been encouraging the promotion of women into Economist positions within the Professional Module. Two promotions of this type have assisted two women to gain career development in policy fields. This increased women's representation is in an area traditionally under-represented for this Ministry.

ENVIRONMENT

Employees

. Women	446	=	21.8%
. Men	1,597	=	78.2%
. Total	2,043		

Salaries

- Women's average salary: $ 21,655
- Men's average salary: $ 29,941.
- Women's earnings equaled 72.3% of men's

Numerical Targets

- 8 were planned prior to the start of 1983/84
- Revised at mid-year to 2 planned
- Achieved 3 targets

Accelerated Career Development Opportunities

- Planned 23
- Achieved 27, representing 6.3% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	7	competitions
. Men won	74	competitions
. Total	81	(no waivers or surplus placements)

Summary 1983/84

This ministry designed and administered a career development centre to identify employees with management potential. It is actively developing and recruiting women in the non-traditional occupations of Environmental Technicians and Waste Water Operators, in the government-wide under-represented categories of Technical Services and Maintenance Services. Two women were hired into executive positions this year.

GOVERNMENT SERVICES

Employees

. Women	940	=	33.8%
. Men	1,841	=	66.2%
. Total	2,781		

Salaries

- Women's average salary: $ 20,805
- Men's average salary: $ 27,244
- Women's earnings equaled 76.4% of men's

Numerical Targets

- 10 were planned prior to the start of 1983/84
- Revised at mid-year to 19 planned
- Achieved 25 targets

Accelerated Career Development Opportunities

- Planned 53
- Achieved 97, representing 10.8% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	28	(including 6 waivers/surplus) placements
. Men won	175	(including 53 waivers/surplus) placements
. Total	203	(including 59* waivers/surplus placements)

* Due to re-organization in the Ministry, a large number of positions were abolished and incumbents were assigned to new positions.

Summary 1983/84

During 1983/84, women won 13.8% of all competitions/placements in under-represented classes, a gain of 3.4% over 1982/83. Emphasis was placed on training, with 73 women receiving training towards entry-level and middle management positions (including two women from other ministries), and resulting in 27 women achieving promotions into Management positions - 6 into the Systems Management area. The Ministry of Government Services continues to train women in the non-traditional areas of Building Operations and Purchasing, which enabled 6 women to enter these fields in 1983/84. One hundred fifty women participated in Micro-Technology training programs, preparing them for the technological changes in the office.

HEALTH

Employees

. Women	6,994	=	64.9%
. Men	3,776	=	35.1%
. Total	10,770		

Salaries

- Women's average salary: $ 21,455
- Men's average salary: $ 24,569
- Women's earnings equaled 87.3% of men's

Numerical Targets

- 12 were planned prior to the start of 1983/84
- Revised at mid-year to 18 planned
- Achieved 18 targets

Accelerated Career Development Opportunities

- Planned 210
- Achieved 364, representing 5.2% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	33	(including 8 waivers/surplus) placements
. Men won	173	(including 18 waivers/surplus) placements
. Total	206	(including 26 waivers/surplus placements)

Summary 1983/84

The Affirmative Action Program has developed and maintained an Accelerated Career Development Information System which provides data on 1,443 women who received accelerated career development assignments since 1980. A total of 364 accelerated career development assignments were arranged. The Affirmative Action staff provided workshops for a total of 833 employees on various subjects. Support staff attended two-day sessions on micro-technology. Workshops were also held on career development and decision-making. Head office managers and senior professionals also learned about the impact of micro-computers on this ministry, and received a full day of hands-on experience.

INDUSTRY AND TRADE (Including Ontario Development Corporation)

Employees

. Women	226	=	42.1%
. Men	311	=	57.9%
. Total	537		

Salaries

- Women's average salary: $ 23,388
- Men's average salary: $ 39,341
- Women's earnings equaled 59.4% of men's

Numerical Targets

- 4 were planned prior to the start of 1983/84
- Revised at mid-year to 3 planned
- Achieved 5 targets

Accelerated Career Development Opportunities

- Planned 10
- Achieved 19, representing 8.4% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	9	competitions
. Men won	26	(including 7 waivers/surplus) placements
. Total	35	(including 7 waivers/surplus placements)

Summary 1983/84

An inventory of all ministry women was developed. A ten-part Training of Support Staff program provided opportunities for ministry staff to acquire new and develop existing skills based on specific skill needs identified through the performance appraisal process. A training program was established based on the major under-represented areas of the ministry. This created a bridging position into the professional areas.

In the area of staff training and development courses, 82.3% of courses taken by women were in Managerial/Supervisory and Technical/Professional areas. There is also a shift in registrations by women into university-level courses which have greater relevance to careers within the ministry.

INTERGOVERNMENTAL AFFAIRS

Employees

. Women	45	=	75.0%
. Men	15	=	25.0%
. Total	60		

Salaries

- Women's average salary: $ 26,927
- Men's average salary: $ 38,077
- Women's earnings equaled 70.0% of men's

Numerical Targets

- 2 were planned prior to the start of 1983/84
- Achieved 2 targets

Accelerated Career Development Opportunities

- Planned 6
- Achieved 9, representing 19.6% of Ministry women

Competitions (in under-represented classes of the Ministry)

. Women won	1	competition
. Men won	0	competitions
. Total	1	(no waivers or surplus placements)

Summary 1983/84

This ministry continues to develop its women for senior positions. Several women were in training positions at year-end, including three involved with Ontario's Bicentennial, the Royal visit and the Papal visit, and promotions of women to senior management positions into and out of the Ministry took place this year. As well, Ontario is represented by senior women from Intergovernmental Affairs in Paris and Brussels. The Ministry also participates with other small ministries in providing co-operative career development workshops.

LABOUR

Employees

. Women	669	=	47.3%
. Men	746	=	52.7%
. Total	1,415		

Salaries

- Women's average salary: $ 23,220
- Men's average salary: $ 32,822
- Women's earnings equaled 70.7% of men's

Numerical Targets

- 5 were planned prior to the start of 1983/84
- Achieved 10 targets

Accelerated Career Development Opportunities

- Planned 13
- Achieved 31, representing 4.0% of Ministry women

Competitions (in under-represented classes in the Ministry):

. Women won	19	competitions
. Men won	45	competitions
. Total	64	(no waivers or surplus placements)

Summary 1983/84:

In the non-traditional areas, this ministry provided accelerated career development opportunities for two women and hired three women into positions as Employment Standards Auditors this year. Two women were also hired as Occupational Health and Safety Inspectors. Both of these areas are under-represented.

The Ministry conducted workshops on Micro-Electronics and the Manager and on various aspects of career development. As well, seminars were given for both regional and local employees of the ministry, and an affirmative action quarterly newsletter was introduced to provide a forum for the discussion of events and issues relevant to women in the Ministry.

MANAGEMENT BOARD SECRETARIAT

Employees

. Women	27	=	50.9%
. Men	26	=	49.1%
. Total	53		

Salaries:

- Women's average salary: $ 31,319
- Men's average salary: $ 46,301
- Women's earnings equaled 67.6% of men's

Numerical Targets

- 1 was planned prior to the start of 1983/84
- Achieved 0 targets

Accelerated Career Development Opportunities

- Planned 15
- Achieved 16, representing 44.0% of Management Board women

Competitions (in under-represented classes in the Secretariat)

. Women won	0	competitions
. Men won	2	competitions
. Total	2	(no waivers or surplus placements)

Summary 1983/84

The majority of Secretariat employees are in management where women's average salary is 91.4% of men's. This year, a woman was appointed to the position of Executive Co-ordinator, Management Policy Division, for the first time. As well, 2 women were promoted to executive positions outside of Management Board.

The Secretariat is able to provide valuable career development and training, particularly in middle-management areas. Forty-four per cent of Secretariat women received career-related training this year, and an additional 7 opportunities were provided for women from other ministries.

MUNICIPAL AFFAIRS AND HOUSING

Employees

. Women	588	=	53.5%
. Men	512	=	46.5%
. Total	1,100		

Salaries

- Women's average salary: $ 23,909
- Men's average salary: $ 35,901
- Women's earnings equaled 66.6% of men's

Numerical Targets

- 10 were planned prior to the start of 1983/84
- Achieved 12 targets

Accelerated Career Development Opportunities

- Planned 45
- Achieved 86, representing 14.6% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	19	(including 4 waivers/surplus) placements
. Men won	27	(including 5 waivers/surplus) placements
. Total	46	(including 9 waivers/surplus placements)

Summary 1983/84

The ministry's distribution of women increased in a number of occupational groups which are under-represented in the Ontario government as a whole. This ministry reached 31.6% representation in the Technical Services Category. Women increased representation in such occupations as Community Planner, Data Processing Technician, Financial Administration and Resource Planning. For the first time in this ministry, a woman was hired at a Systems Officer 4 level.

In addition, this year policies and procedures on personal harassment were approved for Housing Authority staff. This ministry has also fully integrated affirmative action planning into the overall ministry's long term strategic plan.

NATURAL RESOURCES

Employees

. Women	893	=	22.6%
. Men	3,063	=	77.4%
. Total	3,956		

Salaries

- Women's average salary: $ 20,363
- Men's average salary: $ 29,178
- Women's earnings equaled 69.8% of men's

Numerical Targets

- 3 were planned prior to the start of 1983/84
- Revised at mid-year to 2 planned
- Achieved 6 targets

Accelerated Career Development Opportunities

- Planned 20
- Achieved 78, representing 8.7% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	16	(including 3 waivers/surplus) placements
. Men won	148	(including 32 waivers/surplus) placements
. Total	164	(including 35 waivers/surplus placements)

Summary 1983/84

In March 1983, a policy was implemented whereby responsibility for affirmative action program implementation was given to line managers. New guidelines for managers were developed in the following areas: communications, recruitment and hiring, training and development and measures to ensure accountability. The ministry's affirmative action priorities continued to emphasize the movement of women into the areas of entry and middle level management as well as professional and technical areas. Significant breakthroughs took place, including the promotion of two women into senior positions in the ministry that had not previously been held by women: Regional Director and Director of Land Management Branch. Also, a new initiative, "Promotable Women" was introduced, resulting in the achievement of 78 accelerated career development assignments involving 8.7% of the ministry's female employees.

NORTHERN AFFAIRS

Employees

. Women	74	=	50.0%
. Men	74	=	50.0%
. Total	148		

Salaries

- Women's average salary: $ 22,666
- Men's average salary: $ 37,228
- Women's earnings equaled 60.9% of men's

Numerical Targets

- 4 were planned prior to the start of 1983/84
- Revised at mid-year to 3 planned
- Achieved 3 targets

Accelerated Career Development Opportunities

- Planned 5
- Achieved 3, representing 4.1% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	4	competitions
. Men won	7	competitions
. Total	11	(no waivers or surplus placements)

Summary 1983/84

Several initiatives were undertaken to maximize career development in this highly regionalized Ministry. A Human Resources Committee was established to review all ministry policies and procedures in the areas of recruitment, secondments and career planning, with an emphasis on affirmative action initiatives. Accelerated Career Development activities focused on increasing the number of women qualified for entry level Management positions.

REVENUE

Employees

. Women	1,606	=	41.3%
. Men	2,285	=	58.7%
. Total	3,891		

Salaries

- Women's average salary: $ 20,374
- Men's average salary: $ 29,934
- Women's earnings equaled 68.1% of men's

Numerical Targets

- 32 were planned prior to the start of 1983/84
- Revised at mid-year to 23 planned
- Achieved 19 targets

Accelerated Career Development Opportunities

- Planned 30
- Achieved 52, representing 3.4% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	19	(including 4 waivers/surplus) placements
. Men won	118	(including 11 waivers/surplus) placements
. Total	137	(including 15 waivers/surplus placements)

Summary 1983/84

The Ministry of Revenue is active both in sponsoring women for senior positions and in developing women for non-traditional occupations such as tax auditor and property assessor. The Revenue Career Advancement Program has provided training and education to over 91 women since start-up in 1979. This year, 14 women benefitted by bridging from clerical areas to the professional areas of tax auditing and property assessment. Four significant career moves for women took place this year in the Financial, Planning and Systems areas of management. For the first time, a woman was appointed as Regional Assessment Commissioner in the Property Assessment Program.

SOLICITOR GENERAL

Employees

. Women	883	=	15.0%
. Men	4,985	=	85.0%
. Total	5,868		

Salaries

- Women's average salary: $ 20,410
- Men's average salary: $ 31,027
- Women's earnings equaled 65.8% of men's

Numerical Targets

- 39 were planned prior to the start of 1983/84
- Revised at mid-year to 26 planned
- Achieved 24 targets

Accelerated Career Development Opportunities

- Planned 18
- Achieved 38, representing 4.3% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	3	competitions
. Men won	60	competitions
. Total	63	(no waivers or surplus placements)

(In addition, 18 women and 345 men moved through the ranks of the Ontario Provincial Police, subject to O.P.P. recruitment/training procedures.)

Summary 1983/84

A major focus of the Ministry of the Solicitor General is to increase the representation of women in the Ontario Provincial Police. This year, in order to step up the ministry's efforts, an O.P.P. constable was seconded to the position of Affirmative Action Program Manager. This year, 11 women were hired as probationary constables and 10 were promoted to constables. In some major breakthroughs this year, women were hired as Forensic Analyst, Biology Scientist and as Security Officers.

TOURISM AND RECREATION (Including Ontario Place Corporation)

Employees

. Women	221	=	41.9%
. Men	306	=	58.1%
. Total	527		

Salaries

- Women's average salary: $ 23,383
- Men's average salary: $ 29,154
- Women's earnings equaled 80.2% of men's

Numerical Targets

- 3 were planned prior to the start of 1983/84
- Achieved 2 targets

Accelerated Career Development Opportunities

- Planned 5
- Achieved 12, representing 5.2% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	1	competition
. Men won	6	(including 1 waiver/surplus) placements
. Total	7	(including 1 waiver/surplus placement)

Summary 1983/84

The Ministry's major focus was on training, including a ten-part training program for support staff. The percentage of female staff receiving training was 73.3% compared to 52.9% for male staff. This year women were appointed to the traditionally male-dominated occupations of Director, Financial Officer and Industrial Development Officer.

TRANSPORTATION AND COMMUNICATIONS

Employees

. Women	1,659	=	18.0%
. Men	7,582	=	82.0%
. Total	9,241		

Salaries

- Women's average salary: $ 20,452
- Men's average salary: $ 25,709
- Women's earnings equaled 79.6% of men's

Numerical Targets

- 30 were planned prior to the start of 1983/84
- Revised at mid-year to 18 planned
- Achieved 31 targets

Accelerated Career Development Opportunities

- Planned 70
- Achieved 77, representing 4.3% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	51	(including 13 waivers/surplus) placements
. Men won	389	(including 35 waivers/surplus) placements
. Total	440	(including 48 waivers/surplus placements)

Summary 1983/84

Some major projects were undertaken by the Ministry of Transportation and Communications this year. A ministry affirmative action fund was approved to enable more women to undertake accelerated career development. A Computer Application Training Program enabled 4 Ministry women to receive 6-8 months' formal and on-the-job training to qualify them for systems-related positions. An "Affirmative Action Job Catalogue" was developed to assist employees in career planning. Women increased in senior executive positions from 11.4% to 16.7% and 66 women were hired for maintenance contract positions.

TREASURY AND ECONOMICS

Employees

. Women	187	=	52.7%
. Men	168	=	47.3%
. Total	355		

Salaries

- Women's average salary: $ 26,832
- Men's average salary: $ 37,223
- Women's earnings equaled 72.1% of men's

Numerical Targets

- 2 were planned prior to the start of 1983/84
- Achieved 5 targets

Accelerated Career Development Opportunities

- Planned 9
- Achieved 18, representing 10.0% of Ministry women

Competitions (in under-represented classes in the Ministry)

. Women won	9	(including 9 waivers/surplus) placements
. Men won	9	(including 7 waivers/surplus) placements
. Total	18	(including 16 waivers/surplus placements)

Summary 1983/84

This ministry continued its commitment to developing female employees in the Clerical/Office Services categories. This took the form of on-the-job training and financial/educational assistance for continuing education. A total of 11 women from these categories were reclassified into entry-level positions in occupational categories associated with finance, records management and statistics in a computer environment.

STATISTICAL TABLES

GOVERNMENT-WIDE DISTRIBUTION OF CLASSIFIED EMPLOYEES BY SEX AND MINISTRY

(Ranked by Percentage of Women in Ministry)

March 31, 1984

MINISTRY	TOTAL		FEMALE		WOMEN AS A % OF MINISTRY TOTAL				
	#	% of Total	#	% of Total	1984	1983	1982	1981	1980
Miscellaneous[1]	134	0.2	103	0.4	76.9	76.3	74.8	75.6	65.6
Intergovernmental Affairs	60	0.1	45	0.2	75.0	70.4	75.0	52.8	49.7
Attorney General	3,183	4.7	2,210	7.7	69.4	69.0	68.4	67.7	66.7
Health	10,770	15.9	6,994	24.5	64.9	64.6	64.5	64.2	63.8
Consumer & Commercial Relations	1,703	2.5	1,064	3.7	62.5	62.4	62.8	62.3	61.6
Community & Social Services	10,037	14.8	6,224	21.8	62.0	61.8	61.3	60.8	60.5
Management Board (Incl. Civil Serv. Com.)	230	0.3	141	0.5	61.3	57.4	58.1	57.4	50.0
Education/Colleges & Universities	1,924	2.8	1,105	3.9	57.4	56.9	56.7	56.0[2]	54.9
Municipal Affairs & Housing	1,100	1.6	588	2.1	53.5	53.3	53.0	54.5	52.9
Treasury & Economics	355	0.5	187	0.6	52.7	52.4	50.1	50.3	47.7
Northern Affairs	148	0.2	74	0.3	50.0	50.7	49.3	48.0	45.9
Energy	164	0.2	80	0.3	48.8	48.8	50.0	44.8	45.1
Citizenship & Culture	516	0.8	244	0.8	47.3	48.5[2]	*	*	*
Labour	1,415	2.1	669	2.3	47.3	46.7	45.8	45.1	44.5
Industry & Trade (Incl. Ont. Dev. Corp.)	537	0.8	226	0.8	42.1	41.2[2]	*	*	*
Tourism & Recreation (Incl. Ont. Place Corp.)	527	0.8	221	0.8	41.9	41.8[2]	*	*	*
Revenue	3,891	5.8	1,606	5.6	41.3	40.8	39.9	38.2	38.6
Agriculture & Food	1,467	2.2	545	1.9	37.2	35.4	35.7	35.6	34.0
Government Services	2,781	4.1	940	3.3	33.8	33.1	32.5	31.0	30.0
Correctional Services	4,971	7.4	1,352	4.7	27.2	26.4	25.5	25.0	23.9
Natural Resources	3,956	5.9	893	3.1	22.6	23.0	22.7	22.3	22.4
Environment	2,043	3.0	446	1.6	21.8	21.7	20.9	20.6	19.1
Transportation & Communications	9,241	13.7	1,659	5.8	18.0	17.7	17.9	17.3	16.6
Solicitor General	5,868	8.7	883	3.1	15.0	15.0	15.4	15.2	14.6
Senior Payroll (EDS)	609	0.9	56	0.2	9.2	8.2	7.3	6.4	5.6
SERVICE WIDE	67,630	100.	28,555	100.	42.2	41.8	41.5	41.2	40.8[3]

1. Miscellaneous includes: Justice, Resources and Social Policy Secretariats, Cabinet Office, Office of the Premier, Lt. Governor's Office and Niagara Escarpment.
2. Early in the fiscal year 1982/83, the Ministries of Culture & Recreation and Industry & Tourism were re-aligned to form three ministries: Citizenship & Culture, Industry & Trade and Tourism & Recreation.
3. Senior Executive Category is included on Tables 1 and 2, excluded on Table 4.

* Information not available.

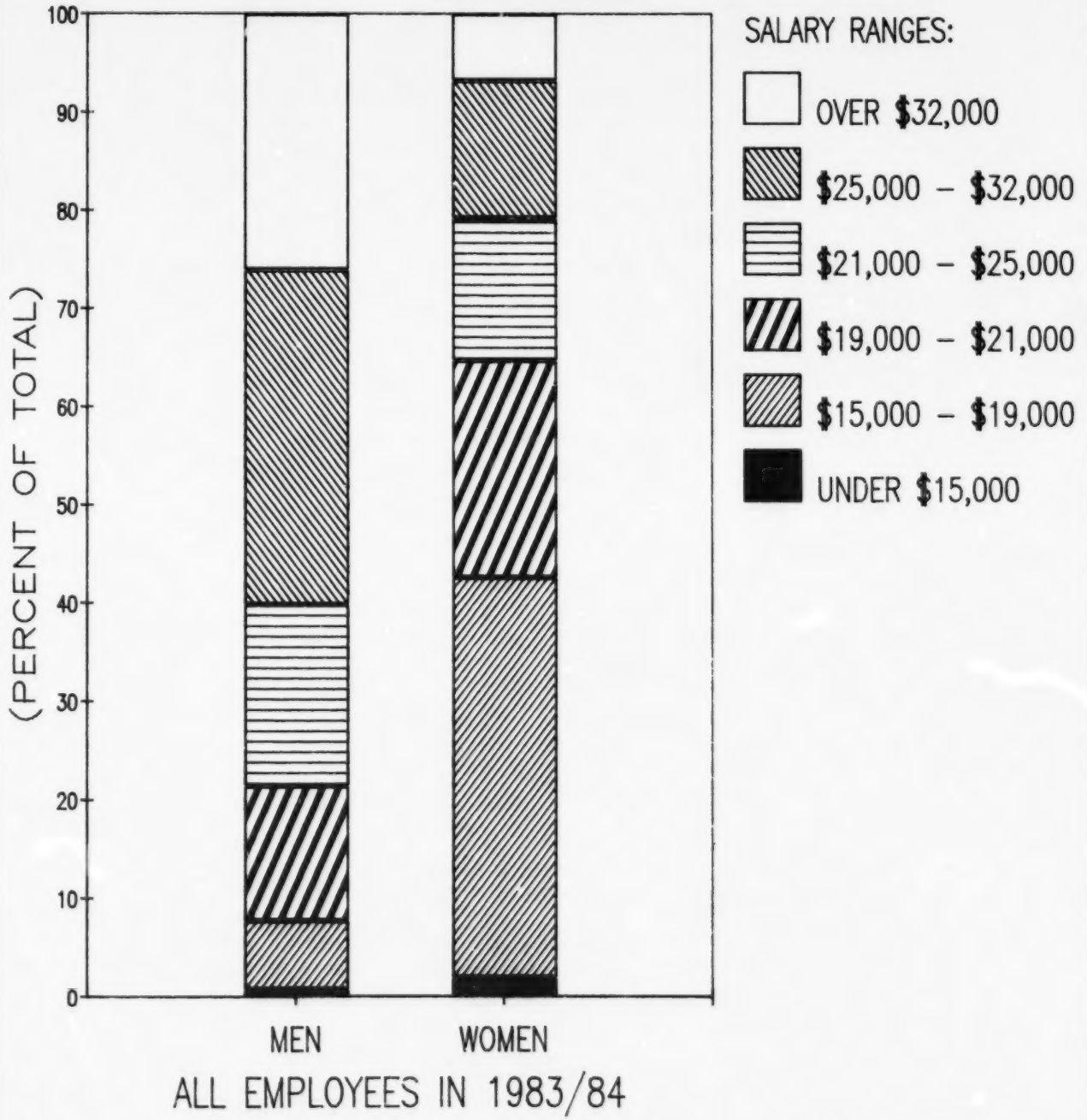
GOVERNMENT-WIDE DISTRIBUTION BY SEX AND SALARY RANGES
March 31, 1984

SALARY RANGE	MEN #	MEN %	MEN %+(-) DIFF FROM 1983 (#S)	WOMEN #	WOMEN %	WOMEN %+(-) DIFF FROM 1983 (#S)	WOMEN AS A % OF TOTAL EMPLOYEES IN RANGE 1984	1983	1982	1981	1980
Under $ 9,000	5	0.0		33	0.1		86.8	86.4	88.7	88.5	56.5
$ 9,000 - $10,999	43	0.1		135	0.5		75.8	75.3	74.4	80.2	85.4
$11,000 - $12,999	90	0.2		128	0.4		58.7	58.0	78.8	87.3	73.4
SUB-TOTAL	138	0.4	(23.3)	296	1.0	(20.0)	68.2	67.3	78.3	85.6	75.9
$13,000 - $14,999	137	0.4		240	0.8		63.7	79.5	87.3	73.5	49.1
$15,000 - $16,999	420	1.1		2,566	9.0		85.9	87.2	64.2	50.5	22.7
SUB-TOTAL	557	1.4	(46.7)	2,806	9.8	(56.5)	83.4	86.0	71.2	62.9	38.7
$17,000 - $18,999	2,313	5.9		9,051	31.7		79.6	69.9	43.1	26.8	27.3
$19,000 - $20,999	5,359	13.7		6,322	22.1		54.1	50.4	26.8	22.1	30.8
$21,000 - $22,999	2,386	6.1		1,808	6.3		43.1	34.3	29.1	24.5	15.3
$23,000 - $24,999	4,793	12.3		2,334	8.2		32.7	23.1	27.2	15.9	16.5
SUB-TOTAL	14,851	38.0	(18.7)	19,515	68.3	13.5	56.8	48.5	31.7	22.5	22.8
$25,000 - $26,999	4,119	10.5		1,369	4.8		24.9	34.3	25.4	16.7	15.7
$27,000 - $28,999	3,440	8.8		1,439	5.0		29.5	21.3	25.6	15.8	13.7
SUB-TOTAL	7,559	19.3	16.5	2,808	9.8	9.6	27.1	28.3	25.4	16.3	14.8
$29,000 - $31,999	5,763	14.7		1,176	4.1		16.9	14.9	8.6	13.1	10.7
SUB-TOTAL	5,763	14.7	21.6	1,176	4.1	42.2	16.9	14.9	8.6	13.1	10.7
$32,000 - $34,999	2,506	6.4		614	2.2		19.7	15.9	12.4	11.3	*
$35,000 - $37,999	2,156	5.5		519	1.8		19.4	15.3	10.9	9.9	*
$38,000 - $40,999	1,630	4.2		280	1.0		14.7	13.2	10.5	8.9	*
$41,000 - $43,999	1,293	3.3		198	0.7		13.3	11.3	10.8	10.6	*
$44,000 - $46,999	587	1.5		92	0.3		13.5	8.1	6.8	13.1	*
$47,000 - $49,999	808	2.1		77	0.3		8.7	10.6	12.1	8.9	*
$50,000 - $52,999	358	0.9		55	0.2		13.3	11.1	7.3	9.7	*
$53,000 - $55,999	267	0.7		29	0.1		9.8	7.5	12.0	6.0	*
$56,000 - $58,999	129	0.3		11	0.0		7.9	22.1	15.9	2.3	*
$59,000 and over	473	1.2		79	0.3		14.3	12.1	12.7	9.3	*
SUB-TOTAL	10,207	26.1	7.7	1,954	6.8	30.5	16.1	13.6	11.1	10.3	8.6
SERVICE-WIDE TOTAL	39,075	100.	(2.8)	28,555	100.	(1.2)	42.2	41.8	41.5	41.2[1]	0.8

* Prior to 1980/81, information was not collected according to these ranges.

1. Senior Executive Category is included on Tables 1 and 2, excluded on Table 4.

GOVERNMENT-WIDE COMPARISON:
MEN'S TO WOMEN'S SALARY DISTRIBUTION:
1983/84



ONTARIO WOMEN'S DIRECTORATE

AVERAGE SALARY BY MINISTRY AND SEX

(Ranked by Women's Salary as a % of Men's)

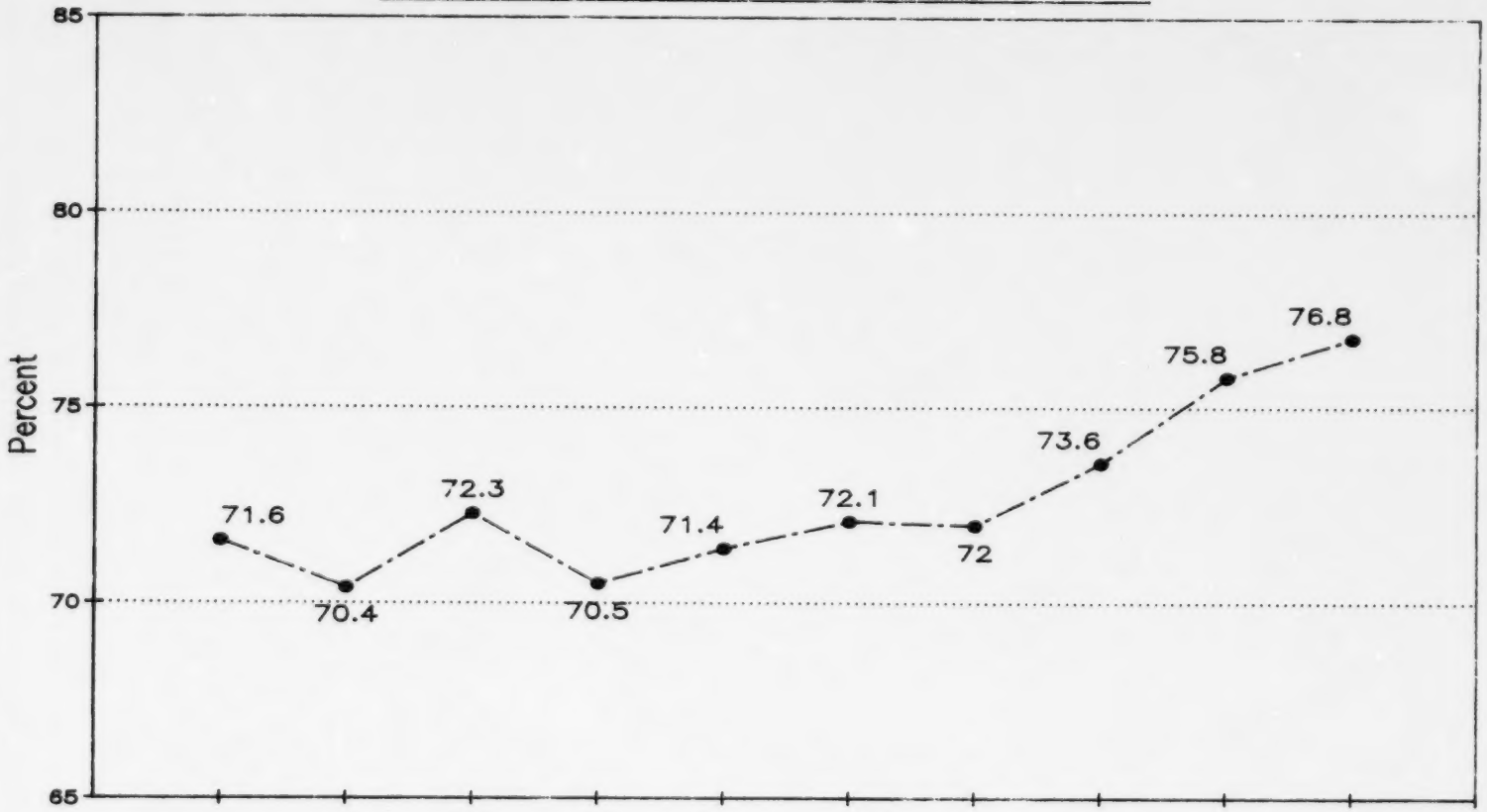
March 31, 1984

MINISTRY	AVERAGE SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S AVERAGE SALARY				
	MEN	WOMEN	1984	1983	1982	1981	1980
Energy	$40,975	$23,807	58.1	56.4	48.5	47.8	43.7
Industry & Trade (Incl. Ont. Dev. Corp.)	39,341	23,388	59.4	57.9[1]	*	*	*
Northern Affairs	37,228	22,666	60.9	61.0	60.2	56.3	51.8
Education/Colleges & Universities	34,506	22,394	64.9	64.2	62.9	60.3	58.6
Solicitor General	31,027	20,410	65.8	65.1	58.8	62.5	60.6
Municipal Affairs & Housing	35,901	23,909	66.6	66.2	64.1	61.8	60.5
Revenue	29,934	20,374	68.1	67.0	65.0	64.3	60.2
Consumer & Comm. Relations	29,620	20,250	68.4	67.4	66.3	63.6	61.9
Management Board (Incl. Civil Serv. Comm.)	40,721	27,922	68.6	68.8	65.8	65.8	60.5
Attorney General	31,374	21,692	69.1	63.7	62.1	57.7	57.1
Natural Resources	29,178	20,363	69.8	68.7	67.6	64.0	64.3
Labour	32,822	23,220	70.7	69.6	68.7	66.6	64.6
Intergovernmental Affairs	38,077	26,927	70.7	76.8	64.9	66.6	63.0
Treasury & Economics	37,223	26,832	72.1	69.4	68.0	66.6	61.6
Agriculture & Food	30,208	21,778	72.1	70.9	70.0	67.5	66.3
Environment	29,941	21,655	72.3	70.8	69.1	64.7	64.5
Government Services	27,244	20,805	76.4	76.4	75.3	69.8	70.6
Transportation & Comm.	25,709	20,452	79.6	77.9	75.8	70.2	71.8
Tourism & Recreation (Incl. Ont. Place Corp.)	29,154	23,383	80.2	78.8[1]	*	*	*
Citizenship & Culture	30,286	24,664	81.4	80.5[1]	*	*	*
Community & Social Servs.	25,236	21,889	86.7	86.3	84.9	84.5	83.8
Health	24,569	21,455	87.3	86.4	85.0	83.2	81.5
Correctional Services	26,333	23,117	87.8	86.9	86.4	83.6	83.9
Senior Payroll (EDS)[2]	50,930	50,379	98.9	98.1	98.4	92.8	*
SERVICE-WIDE	$28,280	$21,725	76.8	75.8	73.6	72.0	72.1

1. Early in the fiscal year 1982/83, the Ministries of Culture & Recreation and Industry & Tourism were re-aligned to form three ministries: Citizenship & Culture, Industry & Trade and Tourism & Recreation.
2. A separate Senior Payroll (EDS) Module was added to this table in 1980/81; therefore, an anomaly exists between Service-Wide average annual salary figures prior to 1980/81 compared to those figures for the last four years.

* Information not available.

THE WAGE GAP:
FROM
1974/75 TO 1983/84



ONTARIO WOMEN'S DIRECTORATE

EXECUTIVE COMPENSATION PLAN BY LEVEL AND SEX[1]

(Plus Deputy Ministers) March 31, 1984

LEVEL	MALE	FEMALE	WOMEN AS A % OF LEVEL OF ECP
ECP 5	56	3	5.1%
ECP 4	103	9	8.0%
ECP 3	205	16	7.2%
ECP 2	136	17	11.1%
ECP 1	71	16	18.4%
DM	28	2	6.7%
TOTAL	601[2]	63[2]	9.5%

DISTRIBUTION OF EMPLOYEES IN EXECUTIVE COMPENSATION PLAN BY SEX[1]

(Plus Deputy Ministers)

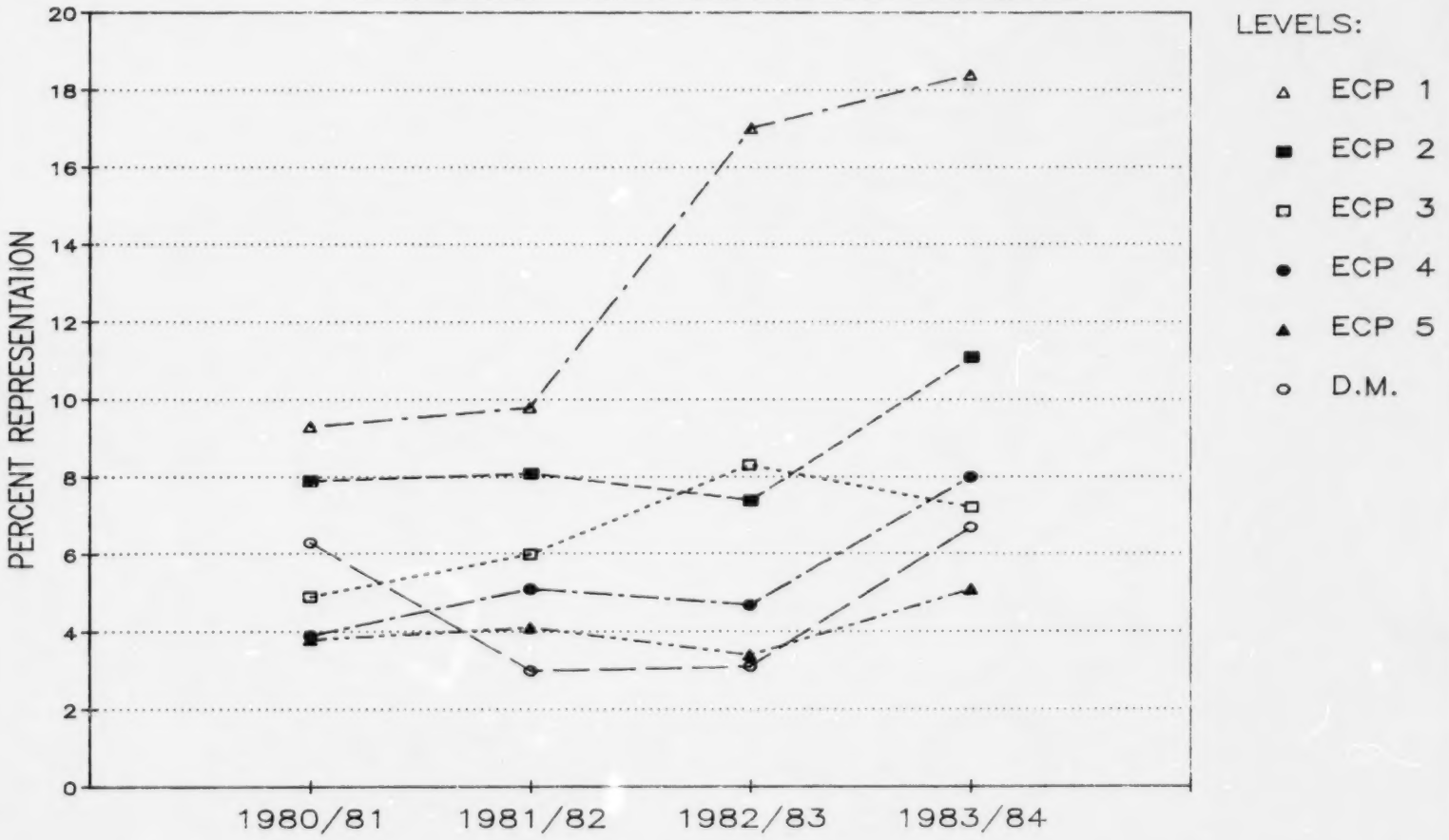
	TOTAL	MALE	FEMALE	% FEMALE
March 1977	745	716	29	3.9%
March 1978	709	680	29	4.1%
March 1979	696	666	30	4.3%
March 1980	655	618	37	5.6%
March 1981	649	608	41	6.3%
March 1982	642	598	44	6.9%
March 1983	682	627	55	8.1%
March 1984	664	601	63	9.5%

EXECUTIVE COMPENSATION PLAN COMPETITION SUMMARY[1]

	VACANCIES FILLED BY COMPETITION:			# APPLIED			# INTERVIEWED		
YEAR	M	F	F%	M	F	F%	M	F	F%
1980/81	45	4	8.2	2348	186	7.3	374	28	7.0
AS A % OF # APPL.	1.9	2.2					15.9	15.1	
1981/82	23	8	25.8	1249	310	19.9	164	62	27.4
AS A % OF # APPL.	1.8	2.6					13.1	20.0	
1982/83	48	6	11.1	2663	283	9.6	451	37	7.6
AS A % OF # APPL.	1.8	2.1					16.9	13.1	
1983/84	20	4	16.7	940	92	8.9	172	22	11.3
AS A % OF # APPL.	2.1	4.3					18.3	23.9	

1. Figures here were provided by the Office of Senior Appointments and Compensation of the Civil Service Commission, and include Ministries, Agencies, Boards and Commissions.
2. Figures indicate positions held, not vacancy complement.

WOMEN'S PERCENTAGE SHARE
OF ECP & DEPUTY MINISTER LEVELS:
1980/81 TO 1983/84



ONTARIO WOMEN'S DIRECTORATE

OCCUPATIONAL DISTRIBUTION BY SEX
MARCH 31, 1984

OCCUPATIONAL MODULE/CATEGORY	# OF MEN	# OF WOMEN	% INC/(DEC) IN ACTUAL #S: 82/83 TO 83/84 MEN	% INC/(DEC) IN ACTUAL #S: 82/83 TO 83/84 WOMEN	WOMEN AS A % OF TOTAL IN MODULE/CATEGORY 1984	1983	1982	1981	1980
Management Modules:									
Administrative	3,629	1,615	0.2	7.7	30.8	29.3	27.3	24.3	23.0
Clerical	106	438	(5.4)	7.1	80.5	78.5	78.2	78.3	70.8
Executive Comp. Plan	554	56	(3.5)	9.8	9.2	8.2	7.3	6.3	5.6[1]
Operational	1,773	334	(3.1)	(2.1)	15.9	15.7	14.7	14.6	13.5
Professional	2,676	707	(4.2)	2.5	20.9	19.8	19.2	18.6	17.4
Technical	1,086	41	(4.9)	20.6	3.6	2.9	2.6	2.6	2.1
Law Enforcement Mgmt.[2]	149	1	*	*	0.7	*	*	*	*
Bargaining Unit Categories:									
Administrative Services	4,117	1,621	(1.5)	3.5	28.3	27.2	25.4	23.9	24.3
Correctional Services	2,645	484	0.6	2.5	15.5	15.2	15.0	14.5	13.9
Institut. Care Services	1,956	3,710	(4.6)	(4.2)	65.5	65.4	65.3	64.8	64.0
Clerical Services	1,849	7,796	(5.3)	(4.4)	80.8	80.7	80.3	79.5	79.9
General Oper. Services	2,330	1,634	(4.8)	(7.5)	41.2	41.9	42.2	41.1	40.5
Maintenance Services	5,686	209	(4.9)	(4.1)	3.5	3.5	3.8	3.7	3.1
Office Services	308	5,760	0.0	(11.2)	94.9	95.5	95.6	95.6	95.7
Scientific and Professional Services	1,780	2,505	(2.7)	1.0	58.5	57.6	58.0	57.5	63.1
Technical Services	4,434	731	(4.3)	(3.2)	14.2	14.0	13.8	13.4	14.1
Law Enforcement Services[2]	3,952	107	(4.0)	4.9	2.6	2.4	2.3	2.1	1.9
Excluded[3]	44	803	*	*	94.8	*	*	*	*
Miscellaneous: Unknown	1	3	0.0	50.0	75.0	66.7	58.3	71.4	41.7
TOTAL	39,075	28,555	(2.8)	(1.2)	42.2	41.8	41.5	41.2	41.1[4]

1. Female % representation for 1980 is based on percentage of employees as shown on Table 8B (Distribution of Employees in Executive Compensation Plan by Sex), as numbers of executives for that year were not available in IPPEB.

2. During the fiscal year 1983/84, Law Enforcement Services Category was re-aligned to separate out Law Enforcement Management, which is listed in this table for the first time.

3. Excluded Category, listed here for the first time, includes employees previously included in the following Categories: Administrative Services, Clerical Services, Office Services and Technical Services.

4. This year only, Table 4 Service-Wide female representation excluded Senior Executive Category, while Tables 1 and 2 Service-Wide female representation included these employees.

* Information not available.

GOVERNMENT-WIDE AVERAGE SALARIES BY OCCUPATIONAL GROUPS

OCCUPATIONAL MODULE/CATEGORY	1983/84			1982/83		
	MEN	WOMEN	F $ AS A % OF M $	MEN	WOMEN	F $ AS A % OF M $
Management Modules:						
Administrative	$38,000	$33,011	86.9	$36,316	$31,389	86.4
Clerical	26,213	23,768	90.7	25,381	22,828	89.9
Executive Comp. Plan	49,525	48,905	98.7	49,843	48,237	96.8
Operational	27,851	24,092	86.5	26,511	22,792	86.0
Professional	41,382	36,426	88.0	39,701	34,832	87.7
Technical	32,187	31,810	98.8	30,621	30,535	99.7
Bargaining Unit Categories:						
Administrative Services	30,281	26,705	88.2	28,706	25,207	87.8
Correctional Services	24,730	24,036	97.2	23,474	22,873	97.4
Institut. Care Services	20,388	19,862	97.4	19,361	18,840	97.3
Clerical Services	20,388	19,062	93.5	19,190	17,992	93.8
General Oper. Services	18,949	16,971	89.6	17,945	16,001	89.2
Maintenance Services	22,490	20,948	93.1	21,391	19,977	93.4
Office Services	21,425	18,306	85.4	20,323	17,309	85.2
Scientific and Professional Services	33,671	27,529	81.8	31,999	26,278	82.1
Technical Services	25,484	23,407	91.8	24,215	22,116	91.3
Law Enforcement Services	31,794	29,817	93.8	30,773	28,329	92.1
TOTAL	$28,172	$21,690	77.0%	$26,841	$20,395	76.0%

A: OCCUPATIONAL GROUPS IN WHICH WOMEN ARE WELL-REPRESENTED
MARCH 31, 1984

INCLUDES: - Integrated Groups (Women make up between 30% and 70% of that group)
- Over-Represented Groups (Women make up 70% or more of that group)

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1984	1983	1982	1981	1980
ADMINISTRATIVE MODULE							
General Administration	1,117	621	35.7	34.2	32.2	29.1	28.9
Information	49	26	34.7	38.2	34.6	31.0	45.0
Law Administration	201	145	41.9	42.4	41.7	37.8	33.1
Program Analysis	215	128	37.3	35.0	29.3	26.7	21.8
Personnel Administration	248	250	50.2	48.6	45.9	42.6	39.4
Social Programs Admin.	358	202	36.1	32.1	29.0	27.0	26.7
Translation	0	1	100.0	100.0	100.0	100.0	100.0
Administrative Underfill	25	29	53.7	56.1	67.3	60.0	70.8
CLERICAL MODULE							
Clerical Services	91	212	70.0	64.6	63.7	62.9	50.9
Office Equipment Operation	7	24	77.4	83.3	84.4	86.2	88.9
Transcription Services	7	201	96.6	96.7	97.1	96.2	95.9
Clerical Underfill	1	1	50.0	50.0	*	*	*
OPERATIONAL MODULE							
General Operational	157	130	45.3	46.3	44.4	44.1	40.1
Institutional Care	245	175	41.7	40.8	37.4	37.7	37.2
PROFESSIONAL MODULE							
Home Economics, Dietetics and Nutrition	0	37	100.0	100.0	97.6	97.9	100.0
Library, History and Archives	23	16	41.0	38.5	32.4	37.9	37.5
Medical	157	72	31.4	30.4	29.7	27.4	24.5
Nursing	38	174	82.1	82.7	82.9	83.3	82.3
Occupational and Physical Therapy	6	21	77.8	79.3	78.8	78.8	89.7
Social Work Supervisor	1	2	66.7	57.1	37.0	38.9	37.9
Speech Pathology and Audiology	4	5	55.6	50.0	60.0	50.0	60.0
Social Work	69	42	37.8	38.0	*	*	*
TECHNICAL MODULE							
Scientific Support	37	27	42.2	38.3	36.2	41.1	38.7

* Information not available.

A: (cont'd)

OCCUPATIONAL GROUPS IN WHICH WOMEN ARE WELL-REPRESENTED MARCH 31, 1984

INCLUDES: - Integrated Groups (Women make up between 30% and 70% of that group)
- Over-Represented Groups (Women make up 70% or more of that group)

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1984	1983	1982	1981	1980
ADMINISTRATIVE SERVICES CATEGORY							
Management Systems and Services	412	205	33.2	34.4	33.6	31.7	38.5
Translation	6	10	62.5	61.1	61.1	57.1	63.2
Purchasing	78	50	39.1	40.9	37.7	35.4	36.1
Publicity	166	143	46.3	44.2	41.0	39.1	33.3
Social Programs	659	768	53.8	52.4	50.3	48.5	49.3
CLERICAL SERVICES CATEGORY							
Clerical Services	1,849	7,796	80.8	80.7	80.3	79.5	79.9
GENERAL OPERATIONAL SERVICES CATEGORY							
Personal Service (a)	222	140	38.7	37.7	38.3	38.1	40.2
Personal Service (b)	245	649	72.6	72.7	73.4	72.3	71.0
Cleaning, Caretaking and Security (a)	864	776	47.3	47.5	47.4	45.9	44.6
INSTITUTIONAL CARE SERVICES CATEGORY							
Institutional Care (b)	1,731	3,688	68.1	67.8	67.6	67.0	66.3
MAINTENANCE SERVICES CATEGORY							
Radio Operations	186	131	41.3	42.4	44.2	41.9	39.0
OFFICE SERVICES CATEGORY							
Data Processing	156	229	59.5	58.1	59.7	57.4	55.5
Office Equipment Operation (a)	5	126	96.2	97.2	97.4	97.4	97.4
Office Equipment Operation (b)	58	570	90.8	91.0	92.1	91.9	92.3
Typing, Steno, and Transcription Services (a)	58	285	83.1	83.3	82.3	82.2	80.6
Typing, Steno, and Transcription Services (b)	31	4,550	99.3	99.5	99.5	99.5	99.4

A: (cont'd)

OCCUPATIONAL GROUPS IN WHICH WOMEN ARE WELL-REPRESENTED

MARCH 31, 1984

INCLUDES: - Integrated Groups (Women make up between 30% and 70% of that group)
- Over-Represented Groups (Women make up 70% or more of that group)

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1984	1983	1982	1981	1980
SCIENTIFIC AND PROFESSIONAL SERVICES CATEGORY							
Home Economics and Nutrition	0	38	100.0	100.0	100.0	100.0	100.0
Library, History and Archives	23	38	62.3	62.1	60.3	59.1	58.5
Nursing	219	1,637	88.2	88.7	89.8	90.6	91.4
Occupational and Physical Therapy	6	98	94.2	94.3	92.8	92.5	90.6
Pharmacy	5	12	70.6	62.5	52.6	52.9	57.1
Psychology	159	90	36.1	38.3	37.9	37.4	41.4
Social Development	182	297	62.0	60.7	61.4	61.8	64.1
Speech Pathology and Audiology	2	24	92.3	93.3	93.9	92.9	82.1
Statistics	111	69	38.3	34.1	29.7	33.9	23.5
TECHNICAL SERVICES CATEGORY							
Scientific Support (a)	166	323	66.1	66.3	64.3	65.5	63.2
Social Science Support	27	79	74.5	76.6	79.2	73.8	75.2
EXCLUDED CATEGORY							
Administrative Services	9	19	67.9	*	*	*	*
Clerical Services	30	276	90.2	*	*	*	*
Office Services	0	508	100.0	*	*	*	*
TOTAL	**10,721**	**26,165**					

* Information not available

B: OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT

MARCH 31, 1984

INCLUDES: - Under-Represented Groups (Women make up between 0% and 30% of that group)

- *Male Segregated Groups (Women make up 0% of that group)*

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1984	1983	1982	1981	1980
ADMINISTRATION MODULE							
Financial Administration	626	96	13.3	11.8	10.2	9.1	10.8
Institutional Management	190	30	13.6	10.3	9.3	6.4	6.7
Labour Relations	53	8	13.1	14.0	16.1	14.8	10.2
Property Administration	221	13	5.6	5.2	4.1	3.2	2.6
Purchasing & Supply	80	9	10.1	6.5	6.1	5.1	5.5
Systems Services	246	57	18.8	18.4	17.9	15.6	17.0
OPERATIONAL MODULE							
Agricultural Support	22	0	0.0	0.0	0.0	0.0	0.0
Correctional	427	24	5.3	4.2	4.8	4.5	6.7
Heating & Power	36	0	0.0	0.0	0.0	0.0	0.0
Printing	9	0	0.0	0.0	0.0	0.0	9.5
Skills & Trades	877	5	0.6	0.2	0.2	0.1	0.1
PROFESSIONAL MODULE							
Actuarial Science	4	1	20.0	33.3	16.7	16.7	20.0
Agriculture	124	6	4.6	3.0	4.5	4.1	3.1
Architecture	35	1	2.8	2.7	2.7	2.7	2.4
Chaplain	31	6	16.2	15.4	10.8	12.8	5.9
Dentistry	26	4	13.3	12.5	9.7	12.1	10.7
Economics & Statistics	273	114	29.5	29.5	27.7	24.1	26.6
Education	96	19	16.5	15.3	13.2	11.9	11.9
Engineering & Surveying	814	26	3.1	2.4	2.3	2.0	2.4
General Scientific	102	12	10.5	10.1	9.0	9.6	5.7
Legal	381	93	19.6	19.3	17.5	16.0	14.0
Pharmacy	21	7	25.0	20.7	17.2	18.5	16.7
Psychology	40	8	16.7	14.0	9.8	5.1	8.2
Resources Planning and Management	336	25	6.9	5.2	5.6	5.5	5.0
Research Science	13	0	0.0	0.0	0.0	*	*
Professional Underfill	50	16	24.2	26.7	27.1	28.1	25.5
Veterinary Science	32	0	0.0	0.0	0.0	2.4	0.0
TECHNICAL MODULE							
Draft, Design & Estimate	28	2	6.7	5.7	5.6	5.3	4.0
Engineering & Surveying Support	512	3	0.6	0.6	0.4	0.4	0.3
Photography	8	1	11.1	10.0	9.1	0.0	5.9
Resources, Technical	492	7	1.4	0.8	0.6	0.4	0.1
Telecommunications	6	1	14.3	10.0	10.0	10.0	5.9
Technical Underfill	3	0	0.0	0.0	0.0	0.0	0.0

* Information not available

B: (cont'd)

OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT MARCH 31, 1984

INCLUDES: - Under-Represented Groups (Women make up between 0% and 30% of that group)
- *Male Segregated Groups (Women make up 0% of that group)*

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1984	1983	1982	1981	1980
LAW ENFORCEMENT MGMT.							
Law Enforcement	149	1	0.7	*	*	*	*
EXECUTIVE COMPENSATION PLAN							
Program Executive	1	0	0.0	0.0	0.0	0.0	0.0
Senior Executive	553	56	9.2	8.2	7.3	6.4	5.6
ADMINISTRATIVE SERVICES CATEGORY							
General Administration	705	156	18.1	16.4	16.2	15.0	11.3
Financial	446	135	23.2	19.9	18.6	16.4	13.9
Investigation (a)	55	3	5.2	4.5	4.8	3.3	1.7
Investigation (b)	400	50	11.1	11.6	10.3	10.4	9.3
Property Assessment	1,190	101	7.8	7.4	6.6	6.3	6.4
CORRECTIONAL SERVICES CATEGORY							
Correctional Services	2,645	484	15.5	15.2	15.0	14.5	13.8
GENERAL OPERATIONAL SERVICES CATEGORY							
Cleaning, Caretaking and Security (b)	201	27	11.8	12.6	12.4	11.4	9.4
Supply	579	39	6.3	7.3	7.1	6.2	5.6
Agriculture Support	219	3	1.4	1.3	1.3	0.4	0.7
INSTITUTIONAL CARE SERVICES CATEGORY							
Institutional Care (a)	225	22	8.9	9.4	8.5	8.0	3.9
LAW ENFORCEMENT SERVICES CATEGORY							
Law Enforcement Services	3,952	107	2.6	2.4	2.3	2.1	1.9
MAINTENANCE SERVICES CATEGORY							
Aircraft	63	0	0.0	0.0	0.0	0.0	0.0
Trades & Crafts (a)	744	1	0.1	0.1	0.1	0.1	0.0
Trades & Crafts (b)	1,026	0	0.0	0.0	0.0	0.0	0.0
Trades & Crafts (c)	896	32	3.4	3.6	3.6	3.6	2.0
Vehicle Operation (a)	1,981	17	0.9	0.8	0.6	0.5	0.2
Vehicle Operation (b)	341	7	2.0	1.3	1.7	1.1	0.8
Marine Operations	65	0	0.0	0.0	0.0	0.0	0.0
Heating & Power	289	0	0.0	0.0	0.0	0.0	0.0
Printing	95	21	18.1	19.3	19.7	23.0	24.1

B: (cont'd)

OCCUPATIONAL GROUPS IN WHICH WOMEN'S REPRESENTATION REQUIRES IMPROVEMENT

MARCH 31, 1984

INCLUDES: - Under-Represented Groups (Women make up between 0% and 30% of that group)

- *Male Segregated Groups (Women make up 0% of that group)*

OCCUPATIONAL GROUP	MALE	FEMALE	WOMEN AS A % OF TOTAL				
	#	#	1984	1983	1982	1981	1980
SCIENTIFIC AND PROFESSIONAL SERVICES CATEGORY							
Agriculture	147	31	17.4	14.3	13.8	10.7	6.5
Education	100	26	20.6	21.3	21.3	18.9	17.8
General Scientific	226	59	20.7	20.3	19.9	17.3	18.6
Resources Planning & Management (a)	126	50	28.4	27.0	26.8	26.8	28.1
Resources Planning & Management (b)	383	33	7.9	8.3	8.7	7.2	8.2
Surveying and Engineering Services	84	3	3.4	5.0	2.3	2.1	9.1
Veterinary Science	7	0	0.0	0.0	0.0	10.0	11.1
TECHNICAL SERVICES CATEGORY							
Communications	90	1	1.1	1.1	1.0	1.1	2.7
Draft, Design & Estimate	503	75	13.0	12.8	13.5	13.3	15.6
Engineering & Surveying Support	1,430	63	4.2	4.1	4.1	3.2	2.9
Photography	57	15	20.8	21.1	22.1	19.7	18.6
Manpower Training	133	8	5.7	5.6	6.5	7.6	9.5
Scientific Support (b)	282	110	28.1	27.6	23.9	24.1	23.7
Resources Support	1,746	57	3.2	2.9	2.6	2.4	2.2
EXCLUDED CATEGORY							
Technical Services	5	0	0.0	*	*	*	*
TOTAL	**28,353**	**2,387**					

* Information not available

ACCELERATED CAREER DEVELOPMENT (ACD) INITIATIVES

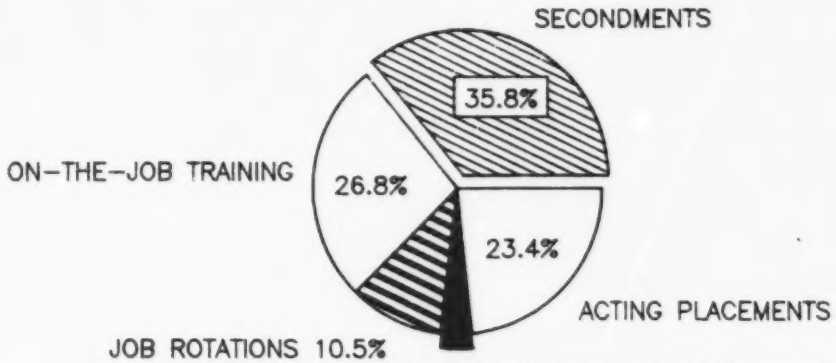
(Include: On-the-Job Training, Job Rotations, Secondments, Full-Time Sponsorship of Special Staff Development)

MINISTRY	1983/84			WOMEN RECEIVING ACD 1982/83		1981/82		1980/81	
	TOTAL # OF INITIATIVES PLANNED	TOTAL # OF INITIATIVES MET (*)	WOMEN RECEIVING ACD AS A % OF MINISTRY WOMEN	# MET	ACD MET AS A % OF MINISTRY WOMEN	# MET	ACD MET AS A % OF MINISTRY WOMEN	# MET	ACD MET AS A % OF MINISTRY WOMEN
Agriculture & Food	44	42(8)	7.6	44	8.5	34	6.4	27	4.9
Attorney General	54	136(1)	6.2	198	8.9	144	6.8	190	9.1
Citizenship & Culture[1]	6	5(-)	2.0	8	3.0	-	-	-	-
Civil Service Commission	9	13(-)	12.0	10	9.2	14	13.3	11	10.2
Community & Social Services	128	354(-)	5.9	250	3.9	179	2.8	116	1.8
Consumer & Commercial Relations	37	50(3)	4.6	62	5.8	64	5.9	85	7.5
Correctional Services	26	12(8)	0.9	24	1.8	44	3.6	50	4.1
Culture & Recreation[1]	-	-	-	-	-	27	6.9	19	4.5
Education/Colleges & Universities	68	56(-)	5.1	104	9.1	41	3.5	44	3.7
Energy	11	17(-)	21.0	8	9.6	8	11.0	2	3.8
Environment	23	27(2)	6.3	26	5.8	25	5.9	15	3.7
Government Services	53	97(2)	10.8	79	8.5	59	6.4	47	5.5
Health	210	364(3)	5.2	265	3.8	325	4.6	489	6.7
Industry & Tourism[1]	-	-	-	12	2.7	28	10.4	14	4.8
Industry & Trade[1]	10	19(-)	8.4	-	-	-	-	-	-
Intergovernmental Affairs	6	9(1)	19.6	7	18.4	4	12.1	-	-
Labour	13	31(2)	4.0	42	6.3	44	6.9	45	7.3
Management Board Secretariat	15	16(1)	44.0	16	69.6	11	45.8	10	35.7
Municipal Affairs & Housing	45	86(2)	14.6	88	14.4	100	16.4	104	20.1
Natural Resources	20	78(-)	8.7	48	5.0	70	7.2	54	5.6
Northern Affairs	5	3(1)	4.1	6	7.9	6	8.0	3	4.2
Revenue	30	52(3)	3.4	51	3.3	51	3.5	30	2.1
Solicitor General	18	38(5)	4.3	35	4.0	18	2.0	8	0.9
Tourism & Recreation[1]	5	12(-)	5.2	-	-	-	-	-	-
Transportation & Communications	70	77(8)	4.3	81	4.7	67	3.7	66	3.8
Treasury & Economics	9	18(-)	10.0	10	5.3	12	6.5	26	14.2
TOTALS	915	1612(50)	5.7	1474	5.1	1375	4.8	1455	5.1

(*) Accelerated Career Development initiatives undertaken as a result of the Affirmative Action Incentive Fund Program are shown in brackets and are included in the total number of initiatives.

(1) No data for Culture and Recreation after 1981/82 or for Industry and Tourism after 1982/83; these two ministries were re-aligned to form three ministries: Citizenship and Culture, Industry and Trade and Tourism and Recreation.

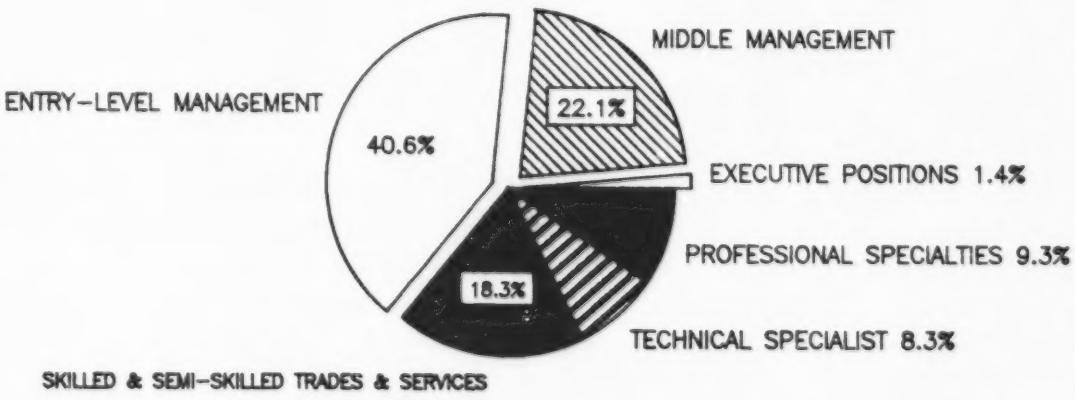
DISTRIBUTION OF ACCELERATED CAREER DEVELOPMENT INITIATIVES MET: BY TYPE



TOTAL ACDs = 1612

ONTARIO WOMEN'S DIRECTORATE

DISTRIBUTION OF ACCELERATED CAREER DEVELOPMENT INITIATIVES MET: BY PRIORITY AREA



TOTAL ACDs = 1612

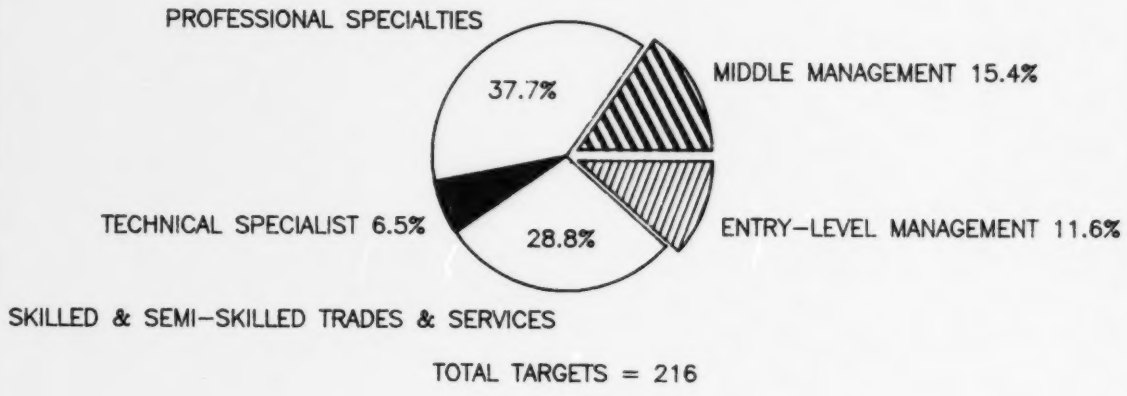
ONTARIO WOMEN'S DIRECTORATE

NUMERICAL PLANNING TARGETS MET BY MINISTRIES

MINISTRY	1983/84		MET IN PREVIOUS YEARS		
	PLANNED	MET	1982/83	1981/82	1980/81
Agriculture & Food	8	17	8	16	13
Attorney General	9	12	15	16	5
Citizenship & Culture	2	0	0	-	-
Civil Service Commission	(2)	(3)	(4)	0	2
Community & Social Services	6	5	16	3	29
Consumer & Commercial Relations	3(+2)	1	2	3	3
Correctional Services	27	55(+2)	54	68	101
Culture & Recreation	-	-	-	2	6
Education/Colleges & Universities	3	1	5	1	4
Energy	3	2(+1)	(6)	0	(5)
Environment	8	2(+1)	7	7	4
Government Services	10	19(+6)	11	18	16
Health	12	15(+3)	12	8	8
Industry & Tourism	-	-	4	1	(8)
Industry & Trade	1(+3)	4(+1)	-	-	-
Intergovernmental Affairs	(2)	(2)	(2)	0	0
Labour	5	7(+3)	1	3	7
Management Board Secretariat	1	0	(1)	1	7
Municipal Affairs & Housing	10	12	5	12	4
Natural Resources	3	4(+2)	8	10	20
Northern Affairs	3(+1)	2(+1)	(3)	(1)	3
Revenue	32	19	69	35	50
Solicitor General	39	24	22	32	27
Tourism & Recreation	(3)	(2)	-	-	-
Transportation & Communications	22(+8)	15(+16)	9	28	8
Treasury & Economics	(2)	(5)	(2)	(2)	2
TOTALS:	207(+23)	216(+48)	248(+18)	264(+3)	319(+13)
NUMBER(S) PLANNED:	-	-	263(+12)	327	304
REVISED # AT MID YEAR:	185(+22)	-	226(+12)	274	301
# MET AS A % OF REVISED # PLANNED:		116.8%	109.7%	96.4%	106.%

Numerical Planning Targets are an estimate of the number of hires/promotions possible in an under-represented occupation, calculated using historical turnover to arrive at a vacancy projection (How many vacancies are likely to occur?) multiplied by the availability of qualified women (if women are one-tenth of the only training program graduating class for a job, the availability is 1/10 or 0.1). A result that is a whole number could then be a target. In other instances, a target may be planned without this calculation if hiring or promotion opportunities are expected, based on unique circumstances. These are listed in brackets.

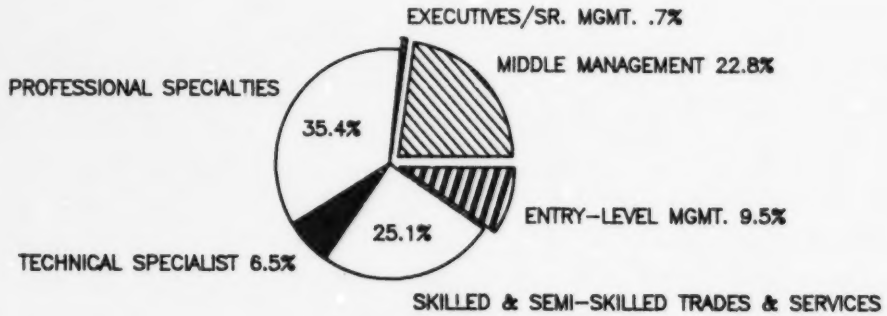
DISTRIBUTION OF: 1983/84
NUMERICAL PLANNING TARGETS MET
(FOR PRIORITY TARGETS ONLY)



TOTAL TARGETS = 216

ONTARIO WOMEN'S DIRECTORATE

DISTRIBUTION OF: 1983/84
NUMERICAL PLANNING TARGETS MET
(FOR ALL TARGETS)



TOTAL TARGETS = 264

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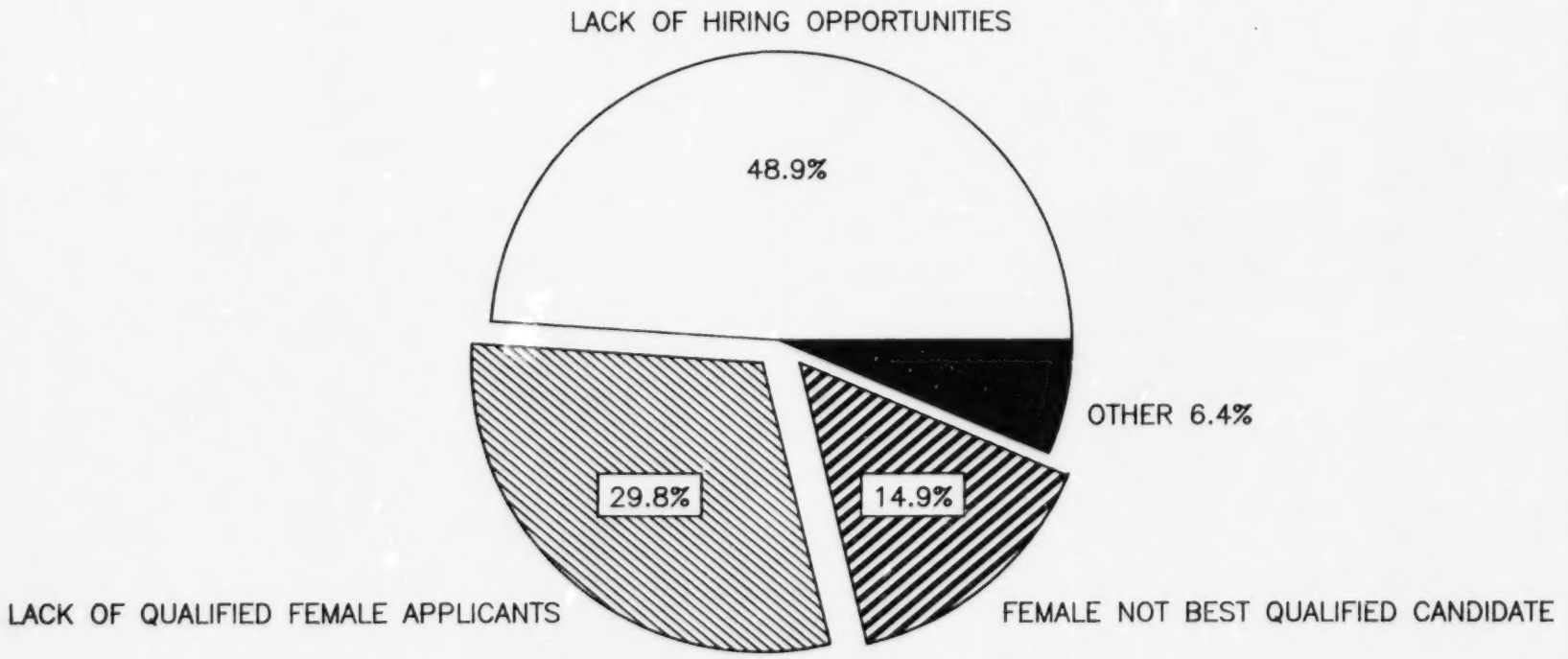
NUMERICAL PLANNING TARGETS: REASONS THAT TOTAL NUMBER OF PRIORITY TARGETS WERE NOT MET



NUMBER NOT MET = 47

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SERVICE-WIDE HIRE/PROMOTION PROGRESS REPORT IN UNDER-REPRESENTED CLASSES[1]
(CLASSES IN WHICH WOMEN MAKE UP LESS THAN 30%)
COMPARISON OF 1983/84 AND 1982/83 COMPETITIONS

Occupational Module/Category	1983/84						1982/83					
	# Hired (*)			# Applied			# Hired (*)			# Applied		
	Male	Female	F%	Male	Female	F%	Male	Female	F%	Male	Female	F%
MODULE:												
Administrative	327(99)	86(32)	20.8	3075	828	21.2	332(130)	117(47)	26.1	7204	1842	20.4
Clerical	4(0)	3(1)	42.9	50	33	39.8	3(1)	7(1)	70.0	56	91	61.9
Operational	134(18)	12(3)	8.2	819	32	3.8	95(7)	15(0)	13.6	1017	75	6.9
Professional	174(75)	42(30)	19.4	878	108	11.0	193(79)	40(19)	17.2	3116	554	15.1
Technical	62(6)	1(1)	1.6	676	10	1.5	31(4)	1(0)	3.1	360	7	1.9
Executive Compensation Plan[2]	20(16)	4(2)	16.7	940	92	8.9	48(8)	6(4)	11.1	2850	318	10.0
CATEGORY:												
Administrative Services	230(5)	74(3)	24.3	2205	673	23.4	344(1)	114(1)	24.9	10797	2039	15.9
Clerical Services	6(1)	4(0)	40.0	35	21	37.5	7(2)	6(0)	46.2	80	61	43.3
General Operational Serv.	98(7)	11(2)	10.1	596	138	18.8	77(4)	10(0)	11.5	3301	177	5.1
Institutional Care	29	3	9.4	63	12	16.0	10	2	16.7	29	7	19.4
Correctional Services	171	56	24.7	615	95	13.4	131	47	26.4	2200	480	17.9
Law Enforcement Services	346	18	4.9	11	0	0.0	295	20	6.3	54	4	6.9
Maintenance Services	261(9)	7(0)	2.6	1607	55	3.3	276(4)	4(0)	1.4	3976	81	2.0
Office Services	12(6)	2(0)	14.3	21	9	30.0	13	7	35.0	108	61	36.1
Scientific and Professional Services	64	42	39.6	952	289	23.3	95(2)	31(0)	24.6	2844	923	24.5
Technical Services	121(1)	19(1)	13.6	943	93	9.0	160(4)	17(0)	9.6	3259	407	11.1
TOTALS	2059(243)	384(75)	15.7	13486	2488	15.6	2110(246)	444(72)	17.4	41251	7127	14.7

1. Information included here is summary detail of competitions reported by Ministries for all classes in Modules and Categories that are under-represented in the Ministry, and may include classes that are not under-represented service-wide.
2. Information on Executive Compensation Plan was provided by the Office of Senior Appointments and Compensation of the Civil Service Commission.

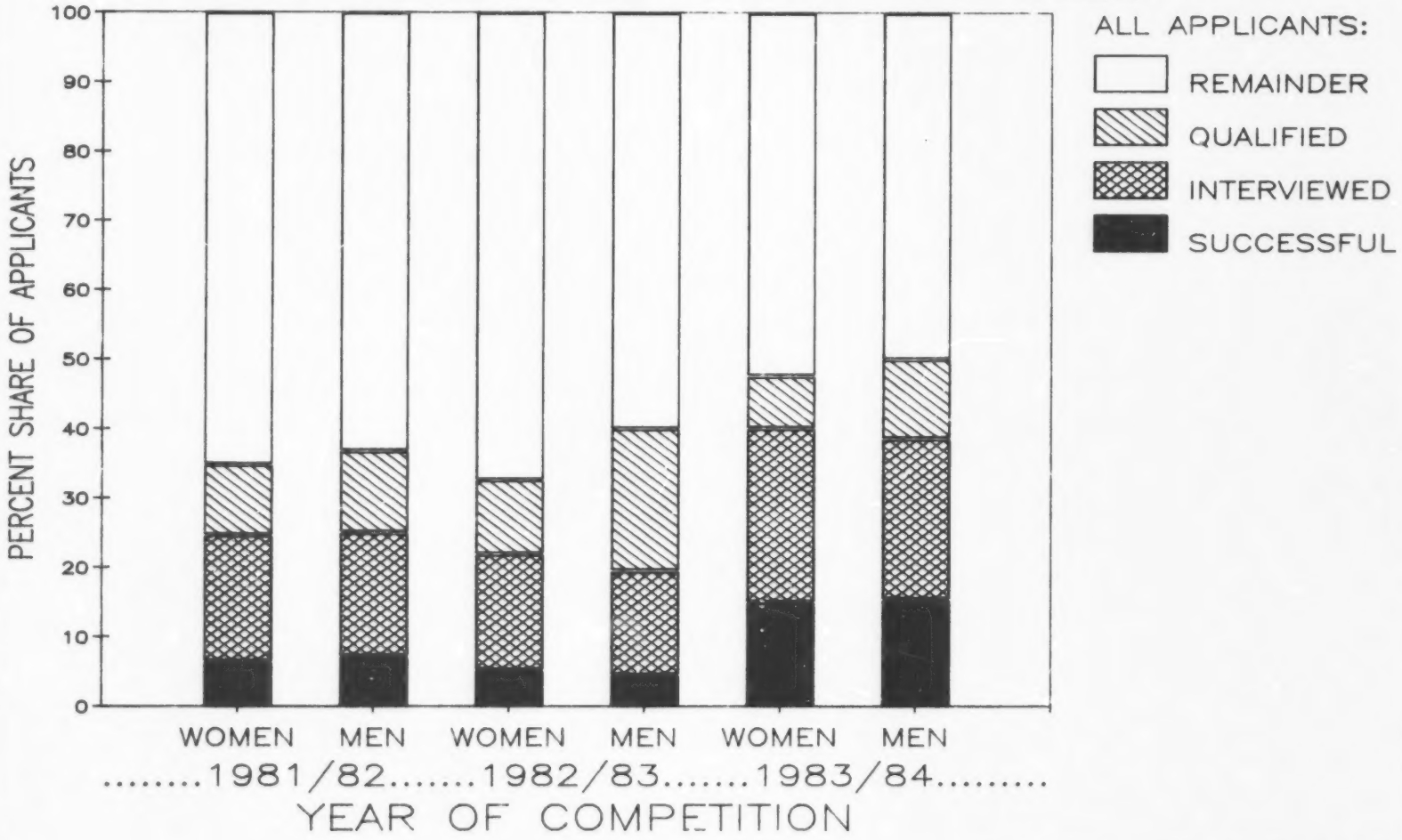
(*) Waivers of competition (for Management classes) and surplus placements (under Article 24 of the Collective Agreement for Bargaining Unit classes) are listed in brackets and included only in "# Hired".

SOME COMPARISONS OF MEN'S AND WOMEN'S EXPERIENCE IN COMPETITIONS IN UNDER-REPRESENTED CLASSES[1] 1983/84

Occupational Module/Category	# of Vacancies Filled by Competition Only			# Applied		# Qualified			# Interviewed			# Qualified As a % of # Applied		# Interviewed As a % of # Qualified	
	Total	Female		Male	Female	Male	Female		Male	Female					
	#	#	%			#	#	%	#	#	%	M%	F%	M%	F%
MODULE:															
Administrative	282	54	19.1	3075	828	1224	332	21.3	988	287	22.5	39.8	40.1	80.7	86.4
Clerical	6	2	33.3	50	33	18	15	45.5	18	15	45.5	36.0	45.5	100.0	100.0
Operational	125	9	7.2	819	32	539	29	5.1	491	29	5.6	65.8	90.6	91.1	100.0
Professional	111	12	10.8	878	108	550	44	7.4	432	47	9.8	62.6	40.7	78.5	106.8
Technical	56	0	0.0	676	10	379	3	0.8	268	2	0.7	56.1	30.0	70.7	66.7
Executive Compensation Plan[2]	6	2	33.3	940	92	529	63	10.6	172	22	11.3	56.3	68.5	32.5	34.9
CATEGORY:															
Administrative Services	296	71	24.0	2205	673	914	272	22.9	811	252	23.7	41.5	40.4	88.7	92.6
Clerical Services	9	4	44.4	35	21	16	11	40.7	16	11	40.7	45.7	32.4	100.0	100.0
General Operational Serv.	100	9	9.0	596	138	312	44	12.4	280	41	12.8	52.3	31.9	89.7	93.2
Institutional Care	32	3	9.4	63	12	57	12	17.4	54	11	16.9	90.5	100.0	94.7	91.7
Correctional Services	227	56	24.7	615	95	529	92	14.8	476	84	15.0	86.0	96.8	90.0	91.3
Law Enforcement Services[3]	1	0	0.0	11	0	3	0	0.0	5	0	0.0	27.3	0.0	166.7	0.0
Maintenance Services	259	7	2.7	1607	55	843	28	3.2	650	27	4.0	52.5	50.9	77.1	96.4
Office Services	8	2	25.0	21	9	14	6	30.0	12	5	29.4	66.7	66.7	85.7	83.3
Scientific and Professional Services	106	42	39.6	952	289	445	168	27.4	335	139	29.3	46.7	58.1	75.3	82.7
Technical Services	138	18	13.0	943	93	593	49	7.6	405	46	10.2	62.9	52.7	68.3	93.9
TOTALS	1762	291	16.5	13486	2488	6965	1168	14.2	5413	1018	15.7	51.6	46.9	77.7	87.2

1. Information included here is summary detail of competitions reported by Ministries for all classes in Modules and Categories that are under-represented in the Ministry, and may include classes that are not under-represented service-wide.
2. Information on Executive Compensation Plan was provided by the Office of Senior Appointments and Compensation of the Civil Service Commission.
3. 345 men and 18 women in the Law Enforcement Services Category who moved through the ranks of the O.P.P. are excluded here, as there are no comparable statistics for numbers applied/qualified/interviewed.

COMPETITION DATA COMPARISONS: FEMALE / MALE APPLICANTS' SUCCESS RATES IN COMPETITIONS



ONTARIO WOMEN'S DIRECTORATE

RESOURCES USED FOR AFFIRMATIVE ACTION IN MINISTRIES : 1983/84 SUMMARY

STAFF RESOURCES	17 Full-Time, 6 Part-Time Affirmative Action Program Managers 20 Full-Time, 8 Part-Time Program Assistants 10 Full-Time, 13 Part-Time Secretarial/Support

BUDGET $ SPENT BY MINISTRIES:	DIRECT:	INDIRECT:
	$1,923,421.	$115,186.

The above staffing levels and budget ($) figures represent all ministries' experience, summarized from year-end submissions.